

Analysis of Work Environmental Dominant Factors on Employee Performance in Cianjur District

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Abstract: *Realizing the importance of the agricultural sector in regional development, the support of the local government in this case the agricultural service is very important. The Cianjur regency agriculture service establishes a vision namely "Realization of Environmental Potential-based Agricultural Development through Agribusiness and Agro Tourism in improving community welfare. The work environment in the Agriculture Office of Cianjur Regency is a condition or working environment that will affect one's performance in carrying out their duties directly or indirectly and have an effect on the optimization of the results obtained in the impact on organizational productivity in general. The research methodology is descriptive and the results of this study that the dominant work environment is information and dominant performance is the ability of employee.*

Keywords: Work Environment, Performance, Ability, Illumination

1. Background

Human resources are the main organizational assets that must be owned by the organization. The role of human resources in the organization arises since the organization is known as a shared container in the organization. application destination. Human resources occupy an important position in an organizational organization, but that does not mean other resources are not important. An organization will be able to guarantee the continuity of its production with competent human resources even though other resources are limited. However, even though other resources abound, without competent human resources, the continuity of production is doubtful and the output produced does not meet the high level of efficiency.

To regulate so that human resources can process the production of other resources so that it can produce output with a high level of efficiency and effectiveness, it is necessary to have a strategic and central set of activities known as Human Resource Management.

In addition to the important role of human resources, human resources also need a conducive organizational work environment. With the existence of a work environment that is appropriate, reasonable, and meets security and safety guarantees, the employees will be motivated to provide the best for the organization. The result of all this is a low level of employee turnover and a high level of production.

The agricultural sector has a direct and indirect role in the national economy. The direct role of the agricultural sector is through the formation of GDP, providing sources of foreign exchange through exports, providing food and industrial raw materials, alleviating poverty, providing employment and improving people's incomes. On the other hand, the indirect role of the agricultural sector is through multiplier effects in the form of inter-industry input-output linkages, consumption and investment.

About 61 percent of the Cianjur district workforce has a livelihood in the agricultural sector (Cianjur in figures, BPS 2005), thus agricultural development is expected to improve

population income more equitably and sustainably, and ultimately prosper the Indonesian people as a whole.

Empirical observations in many countries show that the stages of sustainable development driven by industry (goods and services) based on modern science and technology need to be preceded by the achievement of reliable and strong stages of agricultural development. In general, a country with a per capita income of less than US \$ 2500.00 (two thousand and five hundred US dollars), agriculture is still a very important sector for its national economy.

For these countries, agriculture is the backbone of the country's economic standing. Agriculture not only provides food needs for its population, but also is a source of foreign exchange income (exports), and as a driver and attraction for the growth of the national industry.

Over the past few decades, the national development strategy has focused more on the broad spectrum industrial sector without regard to its relevance to the agricultural sector. The agricultural sector is more directed as a supporting and development support sector, and is not a mainstay sector or the basis of national economic development. The comparative advantage of agriculture has not been directed towards national competitive advantage.

The condition of the work environment in the Agriculture Office of Cianjur Regency is a condition or workplace environment that will affect one's performance in carrying out their duties both directly and indirectly and consequently affect the optimization of results obtained in their impact on organizational productivity in general.

Employee performance is the most important condition for achieving that vision. Good cooperation between leaders and employees must continue to be carried out intensively. Therefore, the work environment which is one of the factors that affect employee performance must be the main concern of the Cianjur District Agricultural Service.

2. Literature Review

Definition of the Work Environment

Conditions of the work environment that can satisfy employees will encourage employees to work as well as possible, so that the implementation of the production process in the company will run well too. If the working environment in the company is good, then employees tend to work better, so that the morale of these employees remains stable.

Sedarmayanti (2002: 1): "The work environment is the whole tool, tool, and material that is faced, the surrounding environment in which a person works, the method of work and work arrangements both as individuals and groups."

Mills, Standingford, and Applebye (2001: 349): "The work environment is an environment in which there is furniture, spatial planning, and physical conditions that affect other activities."

In this study, the authors chose the indicator by referring to the opinion of Ahyari (2003: 150), which states that the factors that support the work environment, namely:

1) Lighting

Lighting in the work environment is enough light that enters the room so that employees can see and observe the work done well, so that the implementation and results of work will be better.

2) Air

Temperature The air temperature in the workspace is one of the working conditions that can be prepared by company management so that employees can work using all of their abilities. so that it produces optimal.

3) Noise Sound Noise

Is the level of sensitivity of hearing employees that affect work activities.

4) Decorating

Decoration in an office can have an effect that can be seen in the satisfaction of the work of employees. An unattractive environment causes depression a pleasant environment produces good work.

5) Motion

Space Adequate space must be provided not only to place furniture and other equipment, but also to enable easy movement of a part of another room.

6) Job Safety Job

Security must be instilled in each individual, by means of counseling and good coaching so that they are aware of the importance of the safety of themselves and the company.

This work environment is very important for companies in improving employee performance. If the work environment is good, it will also contribute well to employee performance. Here are some notions of employee performance:

Donelly, Gibson & Ivancevich (2005: 15): "Employee performance is the level of success in carrying out tasks and the ability to achieve set goals."

Cascio (2000: 275): "Employee performance refers to the achievement of employee goals for the tasks assigned:

Factors that affect job satisfaction (Cascio, 2000: 275) include:

1) Ability

Jobs influenced by the ability of individuals who can contribute on overall company performance

2) Feedback

It is social interaction that occurs between fellow co-workers in the work environment both with fellow workers, superiors and subordinates and between co-workers who have different types of work

3) Attention

Usually carried out in the form of direct attention by a person supervisor of the results of work carried out by subordinates, giving advice, helping individually and communicating with them

4) Perseverance The

Attitude formed by individuals in completing work, so willing to provide energy for the work in question

5) Obedience

An attitude and behavior built from identification process of work always obeying company regulations.

The relationship between work environment and employee performance is supported by the opinion of Barry Render and Jay Heizer (2001: 239), which states that "the work environment formed by the company has been a physical environment that affects the performance, safety and quality of life of employees."

Potential and Economic Conditions in Cianjur Regency

The economic conditions of Cianjur Regency when compared to the West Java average are still relatively small. Viewed from the parameters of development, purchasing power, economic growth rate, the number of poor people, the amount of investment is still below the average of West Java.

The territory of Cianjur Regency consists of 30 sub-districts, 6 sub-districts and 342 villages, covering an area of 350,148 ha. Based on its use are as follows:

1.	Rice	Field 62,879 Ha
2.	Field	39,092 Ha
3.	Plantation	56,170 Ha
4.	Others	192,007 Ha

Research Methodology

This research was carried out to obtain an overview of the relationship between the work environment and employee performance at the Cianjur District Agricultural Service

In connection with this matter, in the implementation of this research the type or form of research used is descriptive. Descriptive research is research that aims to obtain an overview of variable characteristics. Verification research is carried out to test the truth of a hypothesis carried out through data collection in the field.

Given the type or form of research is descriptive-verification carried out through data collection in the field, the research method implemented is the survey method. The survey method is data collection carried out on an object in the field by taking samples from the population using a questionnaire

as a basic data collection tool (Masri and Sopian, 1989: 5). Furthermore, it is explained that if a study wants to explain causal relationships between variables through testing hypotheses, this research is called explanatory research.

3. Methodology

The type of research used is descriptive analysis method. According to Hadari Nawawi (2001: 63) descriptive analytical understanding, namely: "Analytical descriptive method that is the procedure of solving problems that are investigated by describing or describing the state of the subject or object of research (someone, institution, society, etc.) at present based on facts that looks as it is".

4. Discussion

This chapter outlines the results of the discussion of research conducted at the Agriculture Office of Cianjur Regency. The data collection used is library studies and field studies which include interviews, questionnaires, questionnaires and non-participant observation. The number of respondents is 22 respondents taken using a simple random sampling system, which is taking samples from the population randomly to employees in the Agriculture Service, taking into account the existing strata. The following is the description of the respondents:

Position	Respondent	Percentage of
Head of Service	1	5
Deputy Head of Service	1	5
Staff	20	90
	22	100

The results of the discussion are as follows:

- 1) Lighting as many as 245 points agreeing on the importance of lighting
- 2) Air Temperature as many as 166 points of
- 3) Noise as many as 171 points
- 4) Decoration 172 points
- 5) Motion space of 165 points
- 6) Job Safety of 149 points

The results of the discussion of Performance are as follows:

- 1) Capability of 177 points
- 2) Feedback as much as 170 points
- 3) Attention is 170 points of
- 4) Perseverance as much as 170 points of
- 5) Perseverance as much as 165 points of
- 6) Reability as much as 165 points

5. Conclusion

- 1) Dominance of work environment is lighting
- 2) Dominance of performance is ability

6. Suggestion

- 1) The need for information to be a concern of Cianjur Regency

- 2) Performance needs to be improved in terms of the ability of its employees.

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